



September 12, 2019



VIA OVERNIGHT DELIVERY

Michigan Department of Labor and Economic Opportunity ✓
Workforce Development Agency
201 N. Washington Square, 5th Floor
Lansing, Michigan 48913

Mayor Bobby J. Hopewell
525 Stuart Avenue
Kalamazoo, Michigan 4900

Vice Mayor Erin Knott
1416 Forbes Street
Kalamazoo, Michigan 49006

Re: Notice Pursuant to Federal Worker Adjustment and Retraining Notification Act

Dear Sir/Madam:

After careful evaluation of Hydro's utilization and market capacity requirements within our North American extrusion business, Hydro Extrusion North America, LLC (the "*Company*") has decided to permanently close its plant located at 5575 N. Riverview Drive, Kalamazoo, Michigan 49004. This action will ultimately result in the permanent employment loss of all management and hourly employees at the plant. The target date of the planned closure is January 1, 2020, with limited operations expected to continue into the first quarter of 2020.

By separate letters, the Company is notifying all affected employees and the Union of these plans. Accompanying this letter as Attachment A is a list of affected job titles, the number of affected employees or positions within each job title and the anticipated dates of these terminations.


Employees will not have the opportunity to bump and/or displace other employees of the Company. This announcement and the timing of the Plant closure are based on the best information currently available. However, various factors may still affect the number and timing of any employment terminations. You will be informed of any significant changes in these plans as additional information becomes available.

The Plant's hourly employees are represented by the United Steelworkers USW, AFL-CIO, CLC (the "*Union*"). The chief elected officer of the Union is Ken Watson and be contacted at 7057 Lindsey Lane, Delton MI 49046.

This notice is given to you to comply with the requirements imposed under the Federal Worker Adjustment and Retraining ("WARN") Act. To the extent that any employee receives less than

the statutory notice, such employee will be fully compensated for wages and benefits which would be due to the employee under the WARN Act. If you have any questions or desire additional information regarding the Plant's closure, please contact me at (570) 573-8670 or David LeClear at (269) 271-9890.

Sincerely,

A handwritten signature in black ink, appearing to read "Frank Koller", with a stylized, cursive script.

Frank Koller

Regional HR Manager – Industrial & Engineered Products Regions
(570) 573-8670
frank.koller@hydro.com

cc: David LeClear

Attachment A

As explained in the accompanying letter, we anticipate that the job titles and the number of employees listed below will be affected by the closure of the Facility.

Job Position Eliminations

Affected Job Title	Number of Employees Affected	Anticipated Date of Terminations
WELDER	2	12/31/19
TRUCK DRIVER	2	12/31/19
TOOL MAKER A	3	12/31/19
Tool Designer	1	12/31/19
Supervisor	5	12/31/19
Shipping Specialist	2	12/31/19
SET-UP TECHNICIAN	3	12/31/19
Scheduler	2	12/31/19
Sales Coordinator	1	12/31/19
QUALITY SYSTEMS SPECIALIST	1	12/31/19
QA Technician Extrusion Lab	2	12/31/19
QA TECHNICIAN	1	12/31/19
Purchasing Manager	1	12/31/19
Production Supervisor	1	12/31/19
Press Operator	2	12/31/19
Materials Manager	1	12/31/19
Manager Shipping	1	12/31/19
MANAGER QUALITY	1	12/31/19
Manager Production	1	12/31/19
Manager Genesis	1	12/31/19
Manager Fabrication	1	12/31/19
MAINTENANCE TECHNICIAN	6	12/31/19
Maintenance Planner	1	12/31/19
Machine Operator	64	12/31/19
Lead Utility	2	12/31/19
Lead Machine Operator	3	12/31/19
Human Resources Manager	1	12/31/19
Human Resources Coordinator	1	12/31/19
Freight Handler	14	12/31/19
Extrusion Support Operator	7	12/31/19
Extrusion Supervisor	1	12/31/19
Extrusion Process Engineer	1	12/31/19
Extrusion Press Operator	3	12/31/19
EHS MANAGER	1	12/31/19
DIE REPAIR TECHNICIAN	3	12/31/19
CUSTOMER SUPPLY CHAIN LEADER	2	12/31/19
CUSTODIAN	1	12/31/19
CNC PROGRAMMER	1	12/31/19